



North Central Health Care
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OFFICIAL NOTICE AND AGENDA

of a meeting of the **Executive Committee** to be held at **North Central Health Care**
1100 Lake View Drive, Wausau, WI 54403, Board Room at **4:00 pm** on **Thursday, June 8th, 2017**

In addition to attendance in person at the location described above, Board members and the public are invited to attend by telephone conference. Persons wishing to attend the meeting by phone should contact Debbie Osowski at 715-848-4405 24 hours prior to the start time of the meeting for further instructions. Any person planning to attend this meeting who needs some type of special accommodation in order to participate should call the Administrative Office at 715-848-4405.

For TDD telephone service call 715-845-4928.

1. Call to Order
2. Roll Call
3. Public Comment for Matters Appearing on the Agenda
4. ACTION: Approval of 04/27/17 and 5/18/17 Executive Committee Meeting Minutes
5. Board Retreat
6. CEO Selection Process
7. CEO Report – M. Loy
8. Agenda for 6/29/17 Board Meeting
9. Discussion and Future Agenda Items for Board Consideration or Committee Assignment
10. Adjourn



Presiding Officer or Designee

NOTICE POSTED AT: North Central Health Care

COPY OF NOTICE DISTRIBUTED TO: Wausau Daily Herald, Antigo Daily Journal, Tomahawk Leader, Merrill Foto News,
Langlade, Lincoln & Marathon County Clerks Offices

DATE: 06/1/17 TIME: 1:00 p.m. BY: D. Osowski

**NORTH CENTRAL COMMUNITY SERVICES PROGRAM BOARD
JOINT MEETING OF EXECUTIVE COMMITTEE AND THE RETAINED COUNTY BOARD
AUTHORITY COMMITTEE (RCA) OF LANGLADE, LINCOLN, AND MARATHON COUNTIES**

**April 27, 2017 2:30 PM Marathon County Courthouse Assembly Room (B-105)
500 Forest Street, Wausau**

Present: X Jeff Zriny X Jean Burgener
 X Robin Stowe X Bob Weaver

Others present: Michael Loy, Sue Matis, Brad Karger, Kurt Gibbs, Rick Seefeldt,
 Nancy Bergstrom, Chad Billeb, Lance Leonhard

Call Joint Meeting of the North Central Health Care (NCHC) Executive Committee and the Retained County Authority Committee to Order

- Meetings were called to order by RCA Chair Lance Leonhard and NCHC Executive Committee Chair Jeff Zriny at 2:35 p.m.

Policy Issue Discussion and Possible Committee Action

- NCHC CEO (Chief Executive Officer) Selection Plan and Time Table
 - The discussion was held jointly with members of the NCHC Executive Committee (Jeff Zriny, Bob Weaver and Robin Stowe)

Discussion:

Robin Stowe opened the conversation by indicating that our governance would be stronger and NCHC will have more stability once we move beyond an Interim CEO and have a CEO in place. Others supported the notion that there is benefit to policy-makers to be planning with the person that will be responsible for implementation.

All RCA Committee members and the Executive Committee members of NCHC expressed high regard for the work of Michael Loy as Interim CEO. All indicated that Michael had met and exceeded all performance expectations. Jeff Zriny went further to say that Michael demonstrated outstanding business acumen and made tough decisions during difficult times. Jeff continued by saying that Michael had recently earned his MBA and in Jeff's mind has all the qualifications/characteristics needed to succeed as NCHC CEO.

The Tri-County Agreement calls for an open recruitment process. Lance Leonhard indicated that it is important that the contractual process be followed. Jeff Zriny agreed that due diligence required us to see what is available in the labor market and make a business decision with an eye toward the long term. Jeff added that NCHC functions more like a business than do the member counties with bottom line accountability, but its decision-making processes are very much like that of a government organization. It will take a special person to bring those two worlds together.

Witt-Kieffer was paid \$30,000 to initiate a selection process for a NCHC CEO. As an executive search firm they typically can help identify candidates who are not actively seeking a change, but with a little push might be willing to explore the right opportunity.

The next step of the process is to update a job description that will serve as the basis for all subsequent selection steps. Jean Burgener questioned how a job description can be developed with uncertainty about the future of the Marathon County Nursing Home.

Bob Weaver wondered if a state-wide recruitment might be preferable to a nation-wide search because of the variance of how mental health services are delivered among the states.

Brad Karger suggested surveying the most comparable Wisconsin Counties to obtain:

- Job Descriptions
- Salary Information
- Executive Contacts
- Scope of Prior Recruiting Efforts
- Whether a Search firm was Utilized

Action:

No action was taken.

Follow through:

Brad Karger and Sue Matis were asked to work together and put together some information and ideas about how the selection process might be organized.

The two committees (RCA and NCHC Executive Committee) will meet again on May 25, 2017 at 2:30 p.m. to discuss again the recruitment process for the NCHC CEO position.

Adjournment of the North Central Health Care Executive Committee meeting

Minutes prepared by Brad Karger

NORTH CENTRAL COMMUNITY SERVICES PROGRAM BOARD EXECUTIVE COMMITTEE

May 18, 2017

4:00 PM

North Central Health Care – Board Room

Present: X Jeff Zriny X Jean Burgener
X via Robin Stowe EXC Bob Weaver
phone

Others present: Michael Loy

Chairman Zriny called the meeting to order at 4:07 p.m.

Public Comment for Matters Appearing on the Agenda

- No public comment(s) made.

ACTION: Approval of 4/13/17 Executive Committee Meeting Minutes

- **Motion**/second, Stowe/Burgener, to approve the 4/13/17 Executive Committee meeting minutes; motion passed 3-0.

Board Retreat

- A Board Retreat will work for June 29 from 12-5 p.m. Two board members are unavailable.
- Draft agenda for the retreat will be provided for review at the next meeting. Anticipate the following items to be on the agenda: policy governance, board structure, re-assignment of committees, etc.

CEO Selection Process

- Brad Karger and Sue Matis have been working together to define the CEO position including obtaining compensation information, job description, etc. based on the direction provided to them by the RCA Committee.
- Executive Committee discussed the new CEO selection process now with RCA involvement. Concern expressed that some members of the RCA do not feel that hiring a CEO is a priority. The Committee would like the RCA to be aware that they feel this is a priority and would like the process to move forward quickly for the benefit of the organization.
- R. Stowe will also ask for clarification from the RCA in defining the relationship with the Executive Committee in the CEO selection process.

CEO Report

- Busy with the development of the Psychiatry Residency Program. We are developing and designing the program with the assistance of the Medical College. L. Scudiere is doing an excellent job coordinating with the Medical College, physicians, and staff. We are very excited to have this program begin.

- Health & Human Services Committee voted to send the funding of the construction of a new therapy pool to the County Board with the contingency to fund raise \$3 million of the overall cost of the pool. This amount is substantially higher than anticipated, and would need to be raised in just 6 months, before the County Board votes in the fall for funding the remaining cost. A meeting regarding the pool was held with the hospital systems which went well. We feel they are supportive and appreciate the potential loss to the community if the therapy pool would not exist.
- Consultants conducting the nursing home quality study were on site again last week. They commented that our staff are exceptional and we received nothing but high marks. Have received positive indications from all consultants so far and mentioned having counselors and physicians readily available in the nursing home. Anticipate the study to be completed by July 1.
- We are actively recruiting psychiatrists. Currently in communication with a child and adolescent psychiatrist and another inpatient psychiatrist. Both are experienced physicians and currently reside in Wisconsin. Interviews to be scheduled in June.
- Our financials continue to be strong so far this year. We anticipated a \$600,000 gain with the 51.42 programs by year end but we are at that amount currently. Expenses are being managed closely especially around state institutes. We have a loss in the nursing home however, it is better than projected. If this trend continues we could cut our loss in half. Kim Gochanour has done an excellent job in managing in the uncertainty of the future of the nursing home.

Agenda for 5/25/17 Board Meeting

- Review 2016 Annual Report
- Approval of 2018 Marathon County Capital Improvement Requests
- County Complaint Resolution Policy
- Update on moves within the facility regarding master facility planning
- 2018 Budget priorities
- Updates on RCA and general updates

Discussion and Future Agenda Items for Board Consideration or Committee Assignment

- None

Adjourn

- **Motion**/second, Stowe/Burgener, to adjourn at 4:32 p.m. Motion carried.

dko